

PROMOTING SAFETY AND PROPER SOCIAL ETIQUETTE FOR ALL DANCERS

The Peppermint Dance Club is open to everyone regardless of race, ethnicity, age, level of dance, sexual orientation, gender, gender identity, disability, physical appearance, religion, or any other attribute. The organizers of this dance event reserve the right to establish and enforce policies that promote a safe environment for everyone.

Our dance takes place on Plymouth Meeting Mall property, and in space leased from The Church on the Mall. As part of our contract we are required to adhere to the current safety policies of these entities as reprinted below, as well as Public Health mandates:

PLYMOUTH MEETING MALL CODE OF CONDUCT

Plymouth Meeting Mall, including its parking lot, is private property. The following Code of Conduct is set forth for the purpose of protecting legitimate business interests of Plymouth Meeting Mall. Any violation of the code interferes with the commercial nature and function of Plymouth Meeting Mall. If any guest of Plymouth Meeting Mall should refuse to follow this Code of Conduct, the guest will be asked to leave the property. Should any guest fail or refuse to leave the property, he or she may be subject to arrest.

Plymouth Meeting Mall is open for the purpose of shopping. Appropriate shopping behavior is required at all times.

Fighting, "horseplay," harassment, offensive language, shouting, loud noise, loitering, littering, solicitation or any other disturbance which disrupts or endangers any patron, guest, merchant, or employee at the shopping center is not permitted under any circumstance.

Mall management has the right to prohibit groups of four or more individuals to congregate or walk the interior or exterior of the mall unless the group has appropriate adult supervision. Running, skating or skateboarding is not permitted on mall property.

Appropriate attire, including shirts and shoes, is required. Clothing with inappropriate words, phrases or graphics is not permitted and is subject to mall management approval.

Excluding attire worn in accord with religious practice, tradition or significance, deliberately obscuring the face is prohibited.

Damaging any surface or portion of the shopping center is strictly prohibited. Sitting on any surface of the mall other than chairs and benches is prohibited. Food court tables and chairs are provided for the purpose of eating meals purchased at the food court.

Only service animals, trained to assist persons with disabilities, are permitted within the property.

The carrying of any weapon, other than by an authorized law enforcement or security officer, is not permitted.

Vehicles that are inappropriately parked are subject to towing at the expense of the owner. Overnight parking is prohibited.

Alcoholic beverages and their consumption are permitted in licensed establishments only.

Smoking is prohibited.

CHURCH ON THE MALL

The Peppermint Dance Club rents the space in the Church on the Mall, and is required to follow specific church policy regarding public safety.

Consumption of alcoholic beverages or smoking is not permitted on the property.

Church on the Mall is not responsible for and assumes no responsibility for the loss or damage of any personal property of the Peppermint Dance Club, its employees, or guests or bodily injury or death to the same.

Peppermint Dance Club is required to comply and enforce COVID 19 related restrictions in force at the time.

THE PEPPERMINT DANCE CLUB MISSION STATEMENT

The mission of the Peppermint Dance Club is to provide a wholesome and safe environment for new and experienced dancers to learn and social dance

THE PEPPERMINT DANCE SAFETY – ATTENDANCE & ADMITTANCE

The Peppermint Dance Club, LLC is a private company, engaged in running a Saturday night dance. The event takes place in space leased from The Church on the Mall.

During the Saturday evening lease period, (6:30 – 11:30pm) the facility solely operates as a private dance function for paying members, and during the lease period the facility no longer acts as a Church and no Church related activity is permitted.

No one is allowed entrance to the facility except members of The Peppermint Dance Club who pay to enter the facility for the sole reason of participating in the evening lessons and dance.

No one can enter the facility for any other reason, and this applies to the general public, non club members, and Church on the Mall church members, or friends of the Church on the Mall

Anyone can be refused entry for any reason including the following.

Safety threat

Non Payment

Requests to use the restroom (restrooms are located in the Mall Food Court)

Requests to use the Chapel to pray, read or meditate, or any reason

Requests to look, or use the book stand

Requests to meet or wait for a friend

Anyone who tries to enter the facility without permission, or violates any provision of this document will be asked to vacate the premises. Anyone refusing to leave will be reported to Mall Security , and the Montgomery County Police Dept for prosecution.

THE PEPPERMINT DANCE CLUB CODE OF CONDUCT

GENERAL SOCIAL BEHAVIOR GUIDELINES

Please be respectful of those around you on the dance floor and of other people's safety and boundaries. Treat others as you would want to be treated.

- **Safety First:** Dancing in a manner that hurts or disregards the safety or comfort of other dancers is not acceptable. Respect others' personal dance space and potential physical limitations. Be aware that your partner's comfort zone may be different than yours. Please ask/tell your partner about any serious physical limitations you may have
- **Respect 'No':** Every dancer has the right to decline to interact with another dancer, on or off the dance floor. Ignoring or challenging another dancer's expressed wish NOT to interact during the course of an evening is harassment, and is not acceptable. Verbal or physical harassment, including bullying of any kind is prohibited. Predatory or intimidating behavior or refusing to abide by the above rules is grounds for removal and exclusion from the dance, or . Dancing should be fun and enjoyable for everyone. If anyone makes you feel unsafe, uncomfortable, hurt, endangered, or embarrassed, please don't hesitate to **let them and us know** immediately.
- **Report Concerns:** If you witness behavior occurring that might seem unsafe for another, or someone seems uncomfortable or distressed, please check in with them. **EVERYONE has a role in prevention.** If you are concerned about a situation, please ask to speak to a staff member.
- **Personal Responsibility:** Our goal is to make the event as fun yet as safe as possible for everyone in our community. We cannot achieve this if we are not aware of safety concerns. **Please tell us.** Awareness of any risky situation is helpful so we can better protect you and other participants from harm or injury, whether it be a spill on the floor or unwanted attention. In reality it takes **all of us working together** to decrease risks. This organization attempts to provide a safe environment to the best of our ability. We encourage everyone to be cognizant and recognize and avoid risky situations and to ask for help if needed.
- **Consequences:** Any attendee failing to adhere to the rules or guidelines in this document will be approached about the problem (assuming the staff is made aware). Depending on the severity of the issue, the organizers may first speak to the person(s) involved and give suggestions to correct the problem (to do, or not do a behavior). Participants asked to change any dangerous or harassing behavior are expected to comply immediately. Disregard for these guidelines will result in the person being asked to leave.

- **Consideration:** Please practice safe floor craft as your dancing especially the faster, more energetic dances. If you bump into other dancers during the evening, you are probably dancing too “big” for the space available.
- If you bump into someone, apologize quickly. Accept others’ apologies graciously.
- Refrain from ‘teaching’ on the dance floor. Unless your partner asks for help, they may view unsolicited advice as being rude. Some dancers have not returned as a result of this behavior.
- Although we support every dancer’s right to refuse a dance, please be generous and inclusive especially to newcomers and alert to ask anyone sitting for a while. We were all new once. Our club mission is to be welcoming and inclusive to all!
- Please refrain from using excessive perfume or cologne. Some people are sensitive/allergic to scents.
- If you tend to become overheated and sweat a lot, consider bringing additional dry clothing to change into as needed.
- Wash your hands frequently to stay healthy and prevent transmission of illnesses.
- Avoid isolated locations alone or with anyone you don’t know well.
- If you ever do not feel safe, ask us and we will walk you to your car.
- ***Leader and Followers / Roles and Gender***
Anyone attending the lesson and dance has the free choice to learn and do either role without fear or harassment from others. Men can be followers and women can be leaders if they so choose. At the same time, if a person is uncomfortable dancing with someone of the same gender, they have the right to respectfully decline.. This also applies to couples, or people with dance partners who don’t want to rotate during the lessons. At Peppermint, no one should be forced to do something against their conscience or will, or restricted from something we allow.

PEPPERMINT DANCE CLUB

Anti-Harrasment Policy

Objective

The Peppermint Dance Club strives to create and maintain a social dance environment in which people are treated with dignity, decency and respect. This

environment should be characterized by the absence of harassment, intimidation, oppression and exploitation. The Peppermint Dance Club will not tolerate unlawful discrimination or harassment of any kind. Through enforcement of this policy and by education of attendees, The Peppermint Dance Club will seek to prevent, correct and discipline behavior that violates this policy.

All attendees are expected to comply with this policy and to take appropriate measures to ensure that prohibited conduct does not occur. Appropriate disciplinary action will be taken against any person who violates this policy. Based on the seriousness of the offense, disciplinary action may include verbal reprimand, removal of the offending party from the dance by Mall Security or Township Police, termination of attendance privileges from future dance events, or filing a complaint regarding the incident to local authorities.

Prohibited Conduct Under This Policy

Discrimination

It is a violation of The Peppermint Dance Clubs policy to discriminate in the allowance of attendees, if the basis of that discriminatory treatment is, in whole or in part, the person's race, color, national origin, age, religion, disability status, sex, sexual orientation, gender identity or expression, genetic information or marital status.

Harassment

The Peppermint Dance Club prohibits harassment of any kind, including sexual harassment, and will take appropriate and immediate action in response to complaints or knowledge of violations of this policy. For purposes of this policy, harassment is any verbal or physical conduct designed to threaten, intimidate, coerce or embarrass another person attending our dance events, or any person working for or on behalf of The Peppermint Dance Club.

The following examples of harassment are intended to be guidelines and are not exclusive when determining whether there has been a violation of this policy:

- Verbal harassment includes comments that are offensive or unwelcome regarding a person's national origin, race, color, religion, age, sex, sexual orientation, pregnancy, appearance, disability, gender identity or expression, marital status or other protected status, including epithets, slurs and negative stereotyping.
- Nonverbal harassment includes distribution, display or discussion of any written or graphic material that ridicules, denigrates, insults, belittles or shows

hostility, aversion or disrespect toward an individual or group because of national origin, race, color, religion, age, gender, sexual orientation, pregnancy, appearance, disability, sexual identity, marital status or other protected status.

Sexual Harassment

Sexual harassment is a form of unlawful discrimination and is prohibited under The Peppermint Dance Clubs anti-harassment policy. Sexual harassment is defined as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that has the purpose or effect of creating an intimidating, hostile or offensive environment".

Sexual harassment occurs when unsolicited and unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature creates an intimidating, hostile or otherwise offensive environment.

Sexual harassment may take different forms. The following examples of sexual harassment are intended to be guidelines and are not exclusive when determining whether there has been a violation of this policy:

- Verbal sexual harassment includes innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks and threats; requests for any type of sexual favor (this includes repeated, unwelcome requests for dates); and verbal abuse or "kidding" that is oriented toward a prohibitive form of harassment, including that which is sexual in nature and unwelcome.
- Nonverbal sexual harassment includes the distribution, display or discussion of any written or graphic material, including calendars, posters and cartoons that are sexually suggestive or show hostility toward an individual or group because of sex; suggestive or insulting sounds; leering; staring; whistling; obscene gestures; content in letters, notes, facsimiles, e-mails, photos, text messages, tweets and Internet postings; or other forms of communication that are sexual in nature and offensive.
- Physical sexual harassment includes unwelcome, unwanted physical contact, including touching, tickling, pinching, patting, brushing up against, hugging, cornering, kissing, fondling, and forced sexual intercourse or assault.

Courteous, mutually respectful, pleasant, non-coercive interactions between attendees that are appropriate and acceptable to and welcomed by both parties are not considered to be harassment, including sexual harassment.

COMPLAINT PROCEDURE

The Peppermint Dance Club has established the following procedure for lodging a complaint of violations of the Code of Conduct Policy.

Incidents should be brought to the attention of Frank Sulik, Nanette Sulik, or Lorena Melcher . and should be reported as soon as possible after an incident has occurred.

The company will treat all aspects of the procedure confidentially to the extent reasonably possible.

The incident will be investigated and upon conclusion, appropriate disciplinary action will be taken if necessary. The incident may be used as subject material to address attendees for educational purposes in order to prevent incidents in the future.